

Preparing for Healthcare Reform:

A Dialogue on Healthcare Workforce Development

Sutter Center for the Health Professions
May 27, 2010

Opening Remarks

Kim Belshé, Secretary
California Health & Human Services Agency



Overview of the Patient Protection and Affordable Care Act, Title V

**David Carlisle, M.D., Ph.D., Director
Office of Statewide Health Planning and Development**

**Stephanie Leach, Assistant Vice Chancellor
California Community Colleges
Nursing and Allied Health**

Elements of Title V

Innovations in the Healthcare

- Creates a National Healthcare Workforce Commission to define national priorities, policies, and goals
- Allows states to apply for health workforce planning and implementation grants to guide state priorities
- Supports the collection of national/state/regional data to describe the health workforce

Increasing the Supply of the Healthcare Workforce

- Provides scholarships and loan repayments to a range of health workers (medical, dental, behavioral, public health, allied) who will practice in federal, state, local/tribal health departments and/or in health professional shortage areas
- Supports nurse managed health clinics

Elements of Title V (cont.)

Enhancing Health Workforce Education and Training

- Provides support for a wide range of health care workers including support for residencies and internships, traineeships/fellowships, faculty preparation, medical home demonstrations, joint degree programs for interdisciplinary and professional training

Supports the Existing Healthcare Workforce

- Revises funding allocations for Centers of Excellence in health professions education for underrepresented minorities
- Continues support for Area Health Education Centers

Elements of Title V (cont.)

Strengthening Primary Care and Other Workforce Improvements

- Provides incentive payments for primary care and general surgery services in a Health Professional Shortage Area (HPSA)
- Redistributes unused resident positions
- Changes graduate medical calculations for “time spent” by residents in a non-provider setting
- Supports demonstration projects for low-income workers and for developing core training competencies for personal or home care aides

Elements of Title V (cont.)

Improving Access to Healthcare Services

- Provides appropriations for health centers to serve the medically underserved
- Establishes a negotiated rulemaking process for HPSA and Medically Underserved Population (MUP) designations, etc

Schwarzenegger Administration

Specific Activities

Joint partners in leading the Administration's Healthcare Reform health workforce activities:

- Labor and Workforce Development Agency
- Office of Statewide Health Planning and Development
- California Workforce Investment Board (CWIB)

Title V - Strategic Planning

Title V provides funding for “Eligible state partnerships” to:

- Complete comprehensive planning
- Carry out activities that will lead to coherent and comprehensive health and workforce development strategies at the State and local levels

Title V - Strategic Planning (cont.)

California Workforce Investment Board (CWIB) can apply as the “eligible state partnership” with modifications to its membership to include the following representatives:

- a health care employer
- a public 4-year institution of higher education
- a philanthropic organization

The Administration is currently identifying individuals who can be appointed to fill slots necessary to make the CWIB qualify as an “Eligible Partnership”

Other Title V Activities

- Creation of National/State/Regional Workforce Analysis Centers that leverage the States efforts in health workforce and education data collection
- Recommend an individual for appointment to the National Health Care Workforce Commission. This 15-member Commission will be appointed by the Comptroller General no later than September 30, 2010.

Office of Statewide Health Planning &
Development
Health Workforce Development Activities

Angela Minniefield, MPA
Deputy Director

OSHPD Health Workforce Development Activities

- **Increases health workforce supply** and **supports existing health care workers** through the Health Professions Education Foundation's numerous scholarship and loan repayment programs; and the State Loan Repayment Program funded by the National Health Service Corps
- **Enhances Health Care Workforce Education and Training** through the Song-Brown Health Care Workforce Training Program
- Supports **innovations** in healthcare delivery through the Health Workforce Pilot Program

OSHPD Health Workforce Development Activities

- **Strengthens primary care and other workforce improvements** through the California Student and Residents Experience and Rotations in Community Health, Cal-SEARCH, in partnership with the California Area Health Education Center and the California Primary Care Association
- **Improves access to healthcare services** through the Shortage Designation Program by preparing recommendations for health professional shortage area designations

California Workforce Investment Board Healthcare Workforce Development Activities

Barbara Halsey
Executive Director

A New Way of Doing Business

The Characteristics of State Sector Strategies

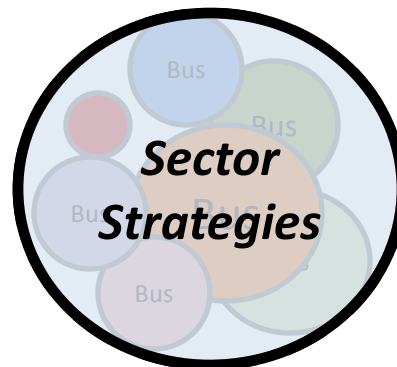
Address the needs of employers -- by focusing intensively on the workforce needs of a specific industry sector within a region over a sustained period of time

Address the needs of workers -- by creating formal career paths to good jobs, reducing barriers to employment, and sustaining or increasing middle class jobs

Bolster regional economic competitiveness -- by engaging economic development experts in workforce issues and aligning education, economic, and workforce development planning

Engage a broader array of key stakeholders -- through partnerships organized by workforce intermediaries

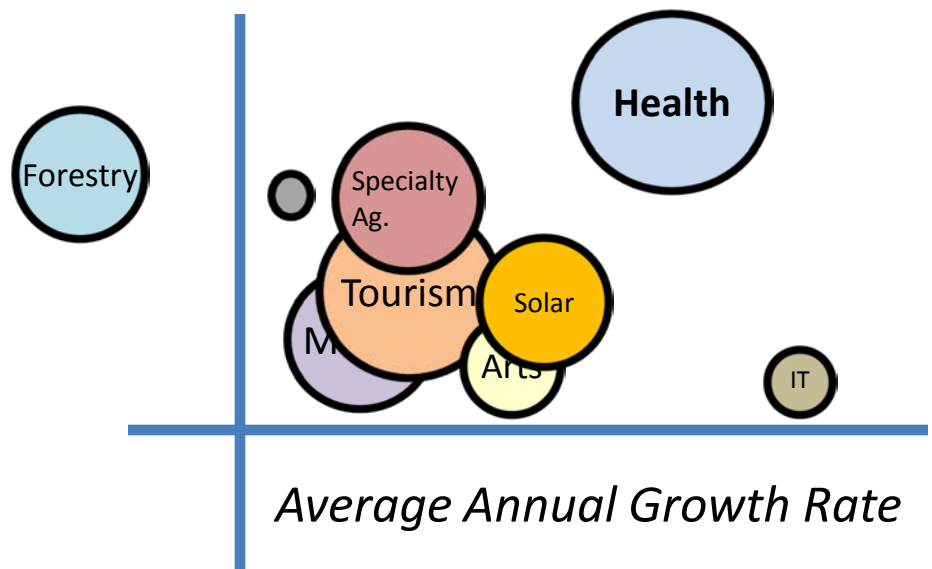
***Sector Strategies** will enable us, as businesses continue to cluster, to deliver the highly skilled workforce that they require in order to compete globally...*



Regional Industry Clusters of Opportunity Grants

In support of the California Workforce Investment Board's (State Board) Sector Strategies the ***Regional Industry Clusters of Opportunity Grant (RICOG)*** solicitation was developed jointly by the State Board, the California Energy Commission (Energy Commission), the Employment Development Department and the California Economic Strategy Panel (ESP). These grants will bolster regional economic competitiveness by building the capacity of regional collaborations to identify growing industries, undertake strategic planning and leverage public/private resources.

- *Diagnosis of economic trends and labor market needs;*
- *Collaborative Priority-Setting;*
- *Negotiated Cluster of Opportunity Investment Strategy; and*
- *Sustainable Implementation.*



Designing Regional Initiatives that Work

What are the Characteristics of a Sector Initiative?

1. Focus intensively on an industry within a regional labor market, and multiple employers in the industry, over a sustained period of time
2. Are led by a workforce intermediary with credibility in the industry
3. Create new pathways for low wage workers into the industry, and up to good jobs and careers
4. Achieve systemic changes that are “win-win” for employers, workers, and the community.

Systems Change Impact

Sector initiatives address key problems for:

- An industry's businesses
- The industry's workforce and/or potential workforce

By doing so, they gain leverage to make systems change in the areas of:

- Workforce and economic development (including education/training, support services, and business services)
- Public policy
- Industry practice

Benefits to Regions

- Decreased skill and labor gaps
- Retention, expansion, and attraction of higher wage employers
- Reduction of poverty and unemployment
- Increased regional cooperation and collaboration
- More efficient and effective use of public resources

How Will We Evaluate these Sector Initiatives?

Impact on Jobseekers and Workers

- Increased availability of good jobs
- Improved working conditions
- Expanded work supports
- Increased opportunities for education and training for high-demand occupations
- Increased employment and wage gains

Impact on Employers and Industry

- Shared costs and risks
- Increased availability of skills training
- Guidance on ways to improve human resource practices
- Reduced turnover

Effectiveness of the Partnership

- The right partners “at the table”
- Industry challenges identified
- Appropriate solutions designed/implemented
- Plan of action, road map, goals and outcomes
- Partners agree the Partnership is valuable
- New and leveraged funding

Systems Change

- Changes in how education, workforce, economic development and employers work together
- New social and business supports
- Changes in public policy
- Changes in employer practices

*The Green Collar Jobs Council's
Green Workforce Initiative
A Sector Strategy Model*

Green Collar Jobs Council Mission and Vision

California Green Collar Jobs Act (AB 3018) states:

*“The California Workforce Investment Board shall adopt a **Sector Strategy** approach in responding to industry sector workforce and economic development needs. This strategy will ensure industry has a qualified workforce and can offer opportunities for employment, training, and career advancement for all Californians. **The initial drive of this sector strategy approach will be the California Green Collar Jobs Act of 2008.**”*

Green Collar Jobs Council Mission and Vision

The Green Collar Jobs Council One Page Plan Strategies

- Neutral broker that will guide discovery, investments, direction & accountability
- Statewide hub, national model, & resource for agencies & legislature cultivating initiatives
- Strengthen regional competitiveness by incentivizing data driven planning & measure results
- Ensure creation/sustainability of a sector strategy by fostering regional partnerships
- Form strategic alliances with business to understand their green workforce needs
- Increase education pathways that lead low wage workers to well-paying jobs
- Ensure entrepreneurs receive training necessary to create/compete in green economy
- Use technology to improve data, bridge systems, facilitate communication with partners
- GCJC work will be done when collaboration becomes routine: education & career pathways merge

California's Green Workforce Initiative

Developing Training Programs

Clean Energy Workforce Training Program

CEC

EDD

ARRA SEP

AB 118

WIA 15% Funds

\$26.75 million

34 Regional Grantees

**5,600
Individuals
Served**

Developing Regional Capacity

Regional Industry Clusters of Opportunity Grants

California Workforce Investment Board/CEC

\$3 million

Up to 10 Regional Collaboratives

New Sector Initiatives Developed

Creating Economic Competitiveness Strategies

DOL State Energy Sector Partnership Grant

California Workforce Investment Board

\$6 million

6 Regional Project Teams

**1,200
Individuals
Served**

**Regional
Action Clinics**

Facilitated Panel Discussion:

Healthcare Workforce Development, Data and Policy Needs for Healthcare Reform Implementation

Moderated by:

Kevin Barnett, DrPH, MCP

Senior Investigator

Public Health Institute

Co-Director, California Health Workforce Alliance

Panelists:

Jeffrey S. Oxendine, MBA, MPH

Associate Dean, Public Health Practice

UC Berkeley School of Public Health

John Blossom, MD

Prof. Clinical Family and Community Medicine

Director California Statewide AHEC

UCSF School of Medicine

Fresno Medical Education Program

Carmela Castellano-Garcia, Esq.

President and Chief Executive Officer

California Primary Care Association

Joanne Spetz, Ph.D.,

Professor, School of Nursing & Center for the Health Professions

University of California, San Francisco

Karolina Maluga

Project Manager

California Workforce Association

Linda L. Zorn, RD, MA

Statewide Director Healthcare Initiative

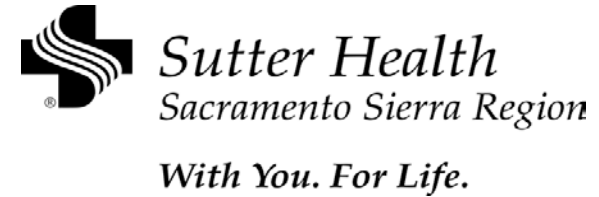
Regional Health Occupations Resource Centers

Working Lunch:

Current Experiences with Workforce Development and Future Workforce Needs: Breakout Session and Group Reporting



Office of Statewide Health Planning and Development



CALIFORNIA
Community Colleges

Regional
Health
Occupations
Resource
Centers/Health Care Initiative



Closing Remarks

David M. Carlisle, M.D., Ph.D., Director
Office of Statewide Health Planning and Development